



Office of Statewide Health Planning and Development



**Healthcare Workforce Development Division**

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**SITE VISIT REPORT**  
**Fresno City College, Department of Nursing**  
**Report completed by: Terrie Smith**

Date: April 28, 2009

Time: 1:00 p.m. – 3:00 p.m.

Location: Fresno City College, Department of Nursing  
1101 E. University Avenue  
Fresno, Ca 93741

Discussion: Ms. Stephanie Robinson, Director of Nursing, completed the Site Visit Tool. See staff comments provided in blue throughout document.

Although the site visit tool mentions additional faculty interviewed we only talked with Ms. Robinson and Carolyn Drake, Dean of Instruction.

Fresno City College is the largest community college nursing program in California and the second largest program in the USA. The Fresno City College Nursing Program started in 1959.

Fresno City College has two programs. One is the traditional nursing education program and the other is a Contract Education program known as the Paradigm program. The curriculum for both programs is exactly the same as is the criteria for college admission. To be eligible to apply to the Paradigm program the student must work for one of the hospitals that are a contracted member of the group. The individual applies to both the hospital and the college and must meet both sets of criteria for the hospital and college for the hospital to consider sponsoring the person in the Paradigm program.

Each hospital has its own set of criteria for consideration but usually you must work for them for about one year to be eligible and agree to work for them after graduation. Once sponsored and accepted by the college the student is part of the Paradigm cohort of nursing students and will graduate in 4 semesters for the basic RN student and two semesters for LVN articulation students. Once in the Paradigm program the student can only take required nursing classes and sections reserved for the Paradigm cohort of students and cannot take classes in the required nursing classes offered to the traditional nursing students.

Site Tour: Song-Brown staff toured the Department of Nursing at Fresno City College, at the Health Sciences Building. The students were practicing IV hook up in the skills lab.

Findings: At this time minimum standards have not been created for the Registered Nurse Education Programs within the Song-Brown Program, however the ADN Program at Fresno City College meets the goals and objectives of the Song-Brown Program.

# SONG-BROWN HEALTHCARE WORKFORCE TRAINING PROGRAM SITE VISIT EVALUATION REVIEW

REGISTERED NURSE EDUCATION PROGRAM: Fresno Community College

Date of Site Visit: April 28, 2009

Site Review Staff: Terri Smith and Melissa Omand

Names and Titles of Persons Interviewed: Carolyn Drake, Dean of Instruction;  
Stephanie Robinson, Director of Nursing

Site visit questions relate to the Song-Brown Healthcare Workforce Training Act Standards for Registered Nursing Education Programs, established by the California Healthcare Workforce Policy Commission, pursuant to Health and Safety Code 128200, et seq. Each training program standard is presented in italics:

**Section I.** *Each Registered Nursing Education Program approved for funding under the Song-Brown Healthcare Workforce Training Act (hereinafter "the Act") shall be operated by an accredited California School of Nursing or shall be approved by the Regents of the University of California or by the Trustees of the California State University and Colleges, or shall be approved by the Board of Registered Nursing pursuant to Section 2834-2837, Article 8, Chapter 6, Div. 2, of the Business and Professions Code, or the Board of Governors of the California Community Colleges, and that is approved by the Board of Registered Nursing.*

The following questions relate to Section I of the Training Program Standards:

1. Is the education program operated by an accredited California School of Nursing?

Yes ☒ No ☐ N/A ☐

Staff comments: The Nursing program was accredited in April 2008  
The Program had their BRN review in April 2008, there were four areas of concern.

2. Has the program been approved by one of the following entities?

The Board of Registered Nursing?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
The Board of Governors of the CA Community Colleges?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
The Trustees of the California State University?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
The Regents of the University of California?	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>

3. What is the NCLEX first time pass rate? Not Available

Staff comments: Ms. Robinson was confused by the questions, she thought we wanted FCC's first year pass rate. After our conversation we got last years first time pass rate 79%.

4. What is the overall NCLEX pass rate? 79%

5. How many students do you train each year? 2007-2008 500 students

Staff comments: When asked for the attrition rate, the Program Director stated the absolute drop out rate is 4% for students.

Comments: See BRN Demographics

**Section II.** *Each Registered Nursing Education Program approved for funding under the Act shall include a component of education in medically underserved multi-cultural communities, lower socioeconomic neighborhoods, or rural communities, and shall be organized to prepare registered nursing services in such neighborhoods and communities.*

The following questions relate to **Section II** of the Education Program Standards:

1. Does the education program include a component of training in medically underserved multi-cultural communities, lower socioeconomic areas, or rural communities (hereinafter “component of training”) that is organized to prepare registered nurses for services in such neighborhoods and communities?

Yes ☒ No ☐ N/A ☐

If no, provide comments: \_\_\_\_\_

2. Describe the location of the education program’s “component of training”?  
*Check which category(ies) apply:*

Training Site Name and Address	Medically Underserved Multi-cultural Community	Lower Socio- Economic Area	Rural Area	None of the Above
Madera Community	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
St Agnes	X			
Community Regional Medical Center	X	X		
Veterans Administration		X		
Kaiser Permanente	X			
Children’s Hospital	X	X	X	
Community Behavioral Health	X			

Comments: \_\_\_\_\_

Staff comments: Ms. Robinson told staff that the VA Hospital has a policy of only hiring BSN graduates.

3. Are all of the program's students required to spend part of their education in patient care in the "component of training"?

Yes ☒ No ☐ N/A ☐

Did the site review include a visit to the "component of training"?

Yes ☐ No ☒ N/A ☐

Comments: \_\_\_\_\_

4. Check all applicable categories that describe the "component of training"?

Name of Training Site	Site Designation*				
	Non-Profit Hospital	Private Hospital	VA Facility	County Facility	Government Owned or Operated Facility
Madera Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
St Agnes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community Regional Medical Center	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Veteran's Administration			X		
Kaiser Permanente	X				
Children's Hospital of Central California	X				
Community Behavioral Health Care	X				

Additional comments relating to compliance with Section II of the Standards (optional):

\_\_\_\_\_

**Section III.** *Appropriate strategies shall be developed by each education institution receiving funds under the Act to encourage Registered Nurses who are educated in the education program funded by the Act, to enter into practice in areas of unmet priority need for primary care family physicians within California as defined by the California Healthcare Workforce Policy Commission (hereinafter referred to as "areas of need"). Such strategies shall incorporate the following elements:*

- A. *An established procedure to identify, recruit and admit registered nursing students who possess characteristics which would suggest a predisposition to practice in areas of need, and who express a commitment to serve in areas of need*
- B. *An established counseling and placement program designed to encourage education program graduates to enter practice in areas of need.*

- C. *A program component such as a preceptorship experience in an area of need, which will enhance the potential of education program graduates to practice in such an area.*

The following questions relate to Section III of the Education Program Standards:

1. Does the program have an established procedure to identify, recruit and admit registered nursing students who possess or express the following characteristics?

- a) A predisposition to practice in areas of need? Yes ☒ No ☐ N/A ☐  
 b) A commitment to serve in areas of need? Yes ☒ No ☐ N/A ☐

Staff comments: FCC participates in the lottery system, all applicants must meet the minimum requirements for admission and then the top 70 applicants and 15 alternates are chosen. Additionally, all students must take the TEASE and a minimum pass rate of 67% is required.

2. Check all applicable categories that describe the established procedure referenced in Section III of the Education Program Standards (above):

- a) Mission statement speaks to graduate deployment Yes ☒ No ☐ N/A ☐  
 b) Website emphasizes underserved areas, populations Yes ☒ No ☐ N/A ☐  
 c) Promotion of mission in interviews of training program applicants Yes ☒ No ☐ N/A ☐

Staff comments: FCC participates in the lottery system, there is no interviewing of applicants prior to admission.

- d) Weighting of underserved goals affecting ranking of applicants Yes ☒ No ☐ N/A ☐

Staff comments: FCC participates in the lottery, Beyond meeting minimum requirements and passing the TEASE applicants are not ranked by faculty for admittance to the program.

- e) Special emphasis on recruiting registered nursing students from local community Yes ☒ No ☐ N/A ☐  
 f) Developing core faculty with experience in underserved practices Yes ☒ No ☐ N/A ☐  
 g) Formally promoting registered nursing careers in high schools, colleges Yes ☒ No ☐ N/A ☐

Other (describe): Future Nurses Program

3. Describe the portion of the curriculum geared towards cultural competency.  
 a) If cultural competency training is not provided in the program explain why.

Transcultural Nursing RN 21

Staff comments: This is a required 9 week training class for all students.

4. Does the program have an established counseling and placement program designed to encourage nursing education program graduates to enter practice in areas of need?

Yes ☒ No ☐ N/A ☐

Counselors specifically assigned to Health Sciences and Nursing Program

Staff comments: Jobs are posted within the Nursing building and Job Fairs are held every semester.

Does the program provide any type of support services for students?

- ☒ NCLEX Preparation -- Define the nature of your NCLEX  
☒ Skills Lab preparation in space provided  
☒ Tutoring below.  
☒ Mentoring  
☒ Safety Issue

Are these services free to the students?

Yes ☒ No ☐ N/A ☐

Staff comments: Skills Lab - FCC charges a fee for the Skills Lab separate from tuition. (the fee covers items such as gloves, sterile catheters, etc.) Tutoring – provided 3 days a week in the student center, students needing tutoring are identified by their theory or clinical instructors. Tutoring is provided in the form of test taking strategies, math help, reading help, etc. ATI modules will be used next semester in preparation for the NCLEX. ATI Modules were purchased with funds from the State Chancellor's Office, starting with the class of 2009 completion of these modules will be required for all students and if not passed then remediation will be required.

5. Check all applicable categories that describe the established counseling and placement program referenced in Section III of the Education Program Standards (above):

- a) Faculty advisors/hospital management promote practice opportunities  
Yes ☒ No ☐ N/A ☐
- b) Coordination with Health Professions Education Foundation's  
RN education scholarships and loan repayment Yes ☒ No ☐ N/A ☐
- c) Coordination with community healthcare employers in  
recruiting program graduates Yes ☒ No ☐ N/A ☐
- d) A program matching registered nurses with underserved areas  
Yes ☒ No ☐ N/A ☐

Staff Comments: The Program works with HR Recruiters, Headhunters, etc. to match graduates with jobs in the community. Ms. Robinson stated that aside from the FCC program there are 7 other nursing programs in the Fresno area and due to economic times they have all seen hospitals freeze positions, and not fill behind vacant ones. Due to this many new grads are having difficulty finding jobs. She anticipates a turn around in this area within the next couple of years.

Additional comments relating to compliance with Section III of the Standards (optional):

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Staff comments: Ms. Robinson told us that she had 25% of the ADN graduates show an interest in continuing for their BSN degree. The program is waiting to hear about a grant they submitted to CINHC, the grant is for a collaboration with several local

hospitals. The goal of the grant is to have ADN prepared nurses go on to a BSN or higher. If granted the funds, the program is looking for at least 25% of their students to further their education.

**Song-Brown Program questions:**

1. What is the ratio of faculty to students during clinical training? 1:12, 1:10

Staff comments: 1:10 for their fundamental students. 1:12 for the Intermediate to Advanced students.

2. Is the faculty member at the clinical training site with the students? Yes
3. If applicable, how do you feel your program benefited from Special Program funding?

Additional revenue allowed for purchase of necessary equipment, conferences, supplies and faculty salaries.

**The following are general questions relating to the administration of the Song-Brown Registered Nursing Education Program:**

1. Do you have any concerns about any of the following processes established for the administration of the Song-Brown Act?
- |   |   |  |                              |
|---|---|--|------------------------------|
| a) The application for Song-Brown funds:            | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | N/A <input type="checkbox"/> |
| b) The oral presentations to the Commission:        | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/> |
| c) The contract process:                            | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/> |
| d) The invoice process                              | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/> |
| e) Staff's ability to provide technical assistance: | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/> |
| f) RNSA methodology:                                | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | N/A <input type="checkbox"/> |
2. Is there any information about the Registered Nursing Education Program not covered by the above questions that should be noted or included with this site visit report?

If yes, please comment: \_\_\_\_\_

Staff comments: Ms. Robinson told us that she did not understand question f), RNSA methodology. Staff explained what the Registered Nurse Shortage Areas was and the current methodology used by the Commission. She suggested that the acronym should be spelled out in the Tool. Ms. Robinson told staff that at the March RN Funding Meeting she learned how important it was to the Commission members that programs have a system for tracking their graduates.